

Notice of Nondiscrimination on the Basis of Disability under the ADA Act and Section 504 of the Rehabilitation Act of 1973

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, the City of Upland will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

Employment

The City does not discriminate on the basis of disability in its hiring or employment practices and complies with all of the regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the Americans with Disabilities Act (ADA).

Effective Communication

The City of Upland will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Upland's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures

The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services and activities. For example, individuals with service animals are welcomed in City of Upland offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of City of Upland, should contact the ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

The City will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

Complaints that a program, service, or activity of City of Upland is not accessible to persons with disabilities should be directed to:

Theresa Doyle, ADA Coordinator

City of Upland
460 N Euclid Avenue
Upland, CA 91785

PH: (909) 931-4376,

FAX: (909) 931-4301

Email: tdoyle@uplandca.gov

California Relay at 7-1-1 (Free Relay Service)

The City of Upland will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.